

GradSift Case Study



This Federal Government agency provides foreign, trade and development policy advice to the Australian Federal government. They work with other Federal agencies to ensure the national pursuit of global, bi-lateral and regional interests is coordinated effectively.

DFAT runs a two-year graduate program welcoming candidates from a diverse range of backgrounds. That's a mix of around 3,000 fresh college graduates and early-career professionals with several years professional experience.

Their objective was to broaden diversity by screening on attributes and experiences they valued instead of cognitive ability.

“We invest heavily each year in graduate recruitment because of the strong contribution from the graduate cohort over their careers ”

They chose to use the GradSift Enterprise version, which included automated post-program analytics, covering demographic data, marketing effectiveness and hired candidate profiling. This instantly benchmarked their hired candidates against their pool of applicants.

They were able to use GradSift's filters to identify strong candidates from lower rated and unlisted colleges and universities to ensure a more balanced, diverse and representative shortlist.

Candidates continued to apply directly via the organisation's applicant tracking system. After applying any mandatory eligibility filters, candidates were then invited to complete a GradSift

Results

“GradSift provided a way to use algorithms to screen candidates based on the department's needs rather than cognitive testing.

It delivered larger diversity among the shortlisted candidates progressing through the recruitment stages and the final outcome.

It's easy to use both from an employer and candidate perspective. We will definitely be looking to continue to use GradSift”

Kathleen Cassells, Graduate Manager, DFAT

Streamline your graduate and entry-level selection process

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